

## Office of Administration

FY 2006

## Division of Personnel

## Calculation of State of Missouri Benefits as a Percentage of Salary

	Benefit Levels		Annual Salary Levels			
	Percentage	Monthly \$ Amount	Minimum \$17,268	Average \$29,370	\$40,000	\$50,000
<b>Benefits in Addition to Salary</b>						
Retirement	12.59%		\$2,174.04	\$3,697.68	\$5,036.00	\$6,295.00
Social Security						
OASDI	6.20%		\$1,070.62	\$1,820.94	\$2,480.00	\$3,100.00
Medicare	1.45%		\$250.39	\$425.87	\$580.00	\$725.00
Health Insurance		\$548.00	\$6,576.00	\$6,576.00	\$6,576.00	\$6,576.00
Life Insurance	0.33%		\$56.98	\$96.92	\$132.00	\$165.00
Long Term Disability	0.51%		\$88.07	\$149.79	\$204.00	\$255.00
Worker's Comp & Unemployment	1.43%		\$246.93	\$419.99	\$572.00	\$715.00
Deferred Compensation*		\$25.00	\$300.00	\$300.00	\$300.00	\$300.00
<b>Totals</b>	<b>22.51%</b>	<b>\$573.00</b>	<b>\$10,763.03</b>	<b>\$13,487.19</b>	<b>\$15,880.00</b>	<b>\$18,131.00</b>
<b>Percentage Amount of Benefits in Addition to Salary</b>			<b>62.3%</b>	<b>45.9%</b>	<b>39.7%</b>	<b>36.3%</b>

For example, 45.9% is added to a salary of \$29,370.

	Annual Salary Levels			
	\$17,268	\$29,370	\$40,000	\$50,000
<b>Benefits Included with Salary</b>				
15 Days Annual Leave (1 to 10 Years of Service)**	\$996.23	\$1,694.42	\$2,307.69	\$2,884.62
10 Days Sick Leave (Approximate Average Sick Leave Usage)	\$664.15	\$1,129.62	\$1,538.46	\$1,923.08
12 Holidays	\$796.98	\$1,355.54	\$1,846.15	\$2,307.69
<b>Totals</b>	<b>\$2,457.36</b>	<b>\$4,179.58</b>	<b>\$5,692.30</b>	<b>\$7,115.39</b>
<b>Percentage Amount of Benefits Included with Salary</b>	<b>14.2%</b>	<b>14.2%</b>	<b>14.2%</b>	<b>14.2%</b>
<b>Dollar Value of Total Benefits</b>	<b>\$13,220.39</b>	<b>\$17,666.77</b>	<b>\$21,572.30</b>	<b>\$25,246.39</b>
<b>Total Benefits as a Percent of Salary</b>	<b>76.6%</b>	<b>60.2%</b>	<b>53.9%</b>	<b>50.5%</b>

\*Employee must contribute \$25 per month minimum to be eligible for this benefit.

\*\*Annual Leave Benefits as a percent of salary increase by 1.2% for 11-15 years of service (18 days) and by 2.3% for 15+ years of service (21 days)